



# NEBRASKA CHAPTER Association for Talent Development

## October Newsletter

**Dear Contact,**

It's October...that means sweaters, bonfires, football, and pumpkin spice everything! It also means baseball playoffs if your team was talented, diligent, and coached well enough to make it this far.

Baseball - well, any sport really - is much like some of our Talent Development world. We have games to win (or goals to reach), we usually have a team we coach in some way, and we want to be the best and develop our teammates to be the best. To do this, we really have to keep learning, keep updating our playbooks, keep re-evaluating the roster of tools we need, and evaluate our talent and how we can help them develop. We pay attention to other teams to learn what worked best for them and where there are opportunities so we can learn and grow our teams. Mostly - like baseball players, coaches, and fans - we have a passion - a passion for developing talent, helping people succeed, and being the best we can.

This month there are many useful plays for your playbook; I encourage you to take advantage! Take a look at what other organizations are doing with their learning environment with our October program "A Smorgasbord - Designing New Learning and Teaching Models at Metropolitan Community College." [Click here to register](#) . Get to know the team around you by checking out the information below on resources for members in "Get Connected." Keep reading below for insight on using Pinterest for professional development and about the benefits of culture being embedded into your operations mission.

So let's dust off the dirt from all that running and sliding, put our ball caps on a little straighter, and renew our spirit after a long and busy summer. Warm up the singing voices; it's time for the 7th inning stretch, then, let's get the excitement of the post-season greatness pumping through us and finish this year out strong!

Sincerely,

Sandi Knowski  
Director of Communications



## October 2015

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Omaha's local chapter of the Association for Talent Development.

ATD Nebraska is an organization dedicated to providing professional development for its members to improve workplace learning and

performance.



## Annual Sponsors

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If you wish to become an Annual Sponsor, please [contact us](#).

# Using Pinterest For Your Professional Development

By Kim Whiteside, Director of Social Learning

## What is Pinterest?

Pinterest is a visual bookmarking tool that helps you discover and save creative ideas. It functions like an electronic bulletin board where you can upload, save, sort, and manage images - known as pins. Your pins are items that you want to remember, use, research, store, refer to, and share.

## How to Use Pinterest for Professional Development

You can use Pinterest to curate your professional interests. As a learning professional, you could:

- Create a board for each of the ATD Competencies and add items to those boards that will help you improve in those areas.
- Create boards for books, videos, websites, blogs, and podcasts that you can use for your own development or reference in training.
- Create boards for learning-related infographics that will inform you, as well as participants in your courses.
- Devote a board to each course that you teach and curate content under that board.

For my own professional development, I have a private board dedicated to state-of-the-art methods and insight regarding instructional design. Send me a request via my Pinterest account (Kim Louise), and I'd be happy to grant you access to the board.

## Follow the ATD Nebraska Pinterest Boards

Another way to use Pinterest for professional development is to follow ATD Nebraska. For updates on all things adult learning including methods, models, resources, and competencies, check out the ATD Nebraska Pinterest boards at [atdnebraska](#) on the Pinterest site.

# What I Learned About Culture

By Jon Titus, President Elect

Our September program, Driving a Competitive Edge Through Culture, was chock-full of valuable insights and actionable strategic directions. Bruce Stec, VP Human Resources at CQuence Health Group, walked us through important points regarding the impact of culture on business success. He has taken three distinct companies and created one clear culture for CQuence Health Group, giving everyone there a proper framework to work within.

Mr. Stec framed a beautifully simple cultural mindset by demonstrating his perspective on cultural ownership. He stated it starts with ensuring there is someone who is directly responsible for culture. His caveat was also clear: that one person can't do it all by him- or herself. The owner of the culture is primarily responsible for staying on top of cultural drift - meeting with everyone, including top leaders, who stray from the cultural norms and expectations. Consistent message, with dedicated follow-through,

ensures calibration and alignment.

Is culture embedded in your operational mission statement? Do you have a cultural vocabulary that propels communication throughout your organization, synching your key results with your cultural beliefs, vision, and purpose? At CQuence Health Group, this mindset permeates throughout the business units - from Cultural Interviews, to Cultural Ambassadors, to the coaching, recognition, and accountability processes on a day-to-day basis.

The six cultural beliefs at CQuence are 1) Speak Up, 2) Expand Excellence, 3) Get Clear, 4) Learn From It, 5) Grow Together, and 6) Act Now. Please share your organization's cultural beliefs and what has contributed to the success of your organizational culture with us in our ATD Nebraska LinkedIn Group: [https://www.linkedin.com/grp/home?gid=1810887&trk=my\\_groups-tile-grp](https://www.linkedin.com/grp/home?gid=1810887&trk=my_groups-tile-grp)

## A Smorgasbord - Designing New Learning and Teaching Models at Metropolitan Community College

**By Karen Wegner, Director of Engagement and Kim Whiteside, Director of Social Learning**

Have you ever wanted to "look inside" another organization to see new learning tools and approaches that are being implemented? During this onsite visit to Metropolitan Community College (MCC), participants will see and discuss a smorgasbord of innovative approaches to instructional design and delivery. Program facilitators will use examples and methodologies from customized training solutions designed and delivered by Metropolitan Community College and its partners.

To enable active involvement, robust discussion and peer-to-peer learning, you will review e-resources - such as examples, videos, and/or case studies - in advance of the program as part of a flipped learning model.

Use the links below to view the Video Course Map and Open Source Collaboration Site that provides the groundwork information you need to complete prior to attending the session.

### **Video Course Map:**

<https://mccneb.ensemblevideo.com/Watch/Mr2k8SDm>

### **Wiggio** (Open Source Collaboration Site):

[https://wiggio.com/group\\_open\\_join.php?groupid=2820144&password=roadshow&ref=3109332](https://wiggio.com/group_open_join.php?groupid=2820144&password=roadshow&ref=3109332)

At registration, you will select one approach from the following four options to participate in a roundtable discussion:

### **1. Scenario-based, Blended eLearning Design with Karen Wegner**

There's no question that scenario-based eLearning is engaging and relevant. The question is, "Where do I start?" Using Ruth Clark's book, Scenario-based eLearning, for foundational design

principles, MCC took the plunge.

Before you attend, you will learn about the process of using online resources, and then during the live session you'll interact with peers to discuss lessons learned and use a simple planning tool created by MCC to jump start your own scenario-based project. You should bring ideas for their next project!

## **2. Job and Task Analysis with Tammy Green**

Does the work in your world look different than it did a few years ago? Is it challenging to identify specific skill gaps that may be hindering performance? It might be time to consider the value of doing job and task analyses to enable you to target specific performance needs and maximize our training resources. To ensure alignment of learning programs and courses with current workforce skills, MCC has trained a cadre of certified DACUM facilitators.

Before you attend, you'll learn about the process of using online resources, and then during the live session you'll interact with peers to discuss lessons learned and carry out a quick job task analysis.

## **3. Personalized Learning with Kim Whiteside**

At a time when we're all asked to do more with less, we also find ourselves having to keep up with, and somehow integrate, the latest breathtaking leaps in learning pedagogies and technology. During this session, you'll use the model of the ATD Nebraska Roadshow, as well as others, to apply participant-centric, participant-directed, and participant-created learning solutions and strategies to a current training or development project of your choosing. The result of using these strategies is faster, more effective training with more engaging content and deployment by leveraging the simple and emerging instructional methods of personalized learning.

## **4. Innovation in the Making with Pam Perry**

Have you felt the impact of disruption: mp3, streaming movies, mobile apps, GPS, open source, wearables, Uber, and now the Internet of things? Because we are surrounded by the new and emerging, companies are banking on innovation by individuals to remain relevant and take them to the next strategic level.

To make valuable contributions to your organization, you'll need to try out new ideas, think in new ways, wrap your mind around new learning modalities, and become part of your organization's charge toward innovation.

In this session, you'll bring innovation to the individual level. You should bring a current training challenge that you're facing in order to use a process popular in the maker movement that can take them from problem to prototype.

What if your concept is the next big business idea? What if the most innovative disruption comes from you?

We look forward to seeing you at the MCC Roadshow!

**Get Connected**

**By Kathy Swensen, Director of Membership**

Fall reminds me of my first days at college, navigating the campus, meeting new people, walking into the cafeteria, and feeling that overwhelming shyness. Where to sit? Does anyone look welcoming?

While we are now adults and professionals, joining a new group can remind you of that new-kid-on-the-block feeling. If you are new to ATD Nebraska, we would love to jump start you into a great experience. It's easy! If you have signed up for a program or event, go to our website and click on 'Get Connected' under Membership. Email Ericka Juno at [vpmembership@atdnebraska.org](mailto:vpmembership@atdnebraska.org), and she will ensure that you have someone to welcome you, introduce you, and answer any questions you may have about getting the most out of your membership.

We look forward to meeting you!

P.S. If you are not new to ATD, but want to meet new people, we can connect you, too!

## New and Renewing Members

**Kaylea Dunn**, Olsson Associates  
**Allyson Durnal**, Farm Credit Services of America  
**Ryan Evans**, CSG International  
**Jim Griffith**, Mutual of Omaha  
**Sarah Hampton**, Nebraska Medicine  
**Kristin Kastrup**, ConAgra Foods, Inc.  
**Shana Martinez**, Union Pacific Railroad  
**Keith Motter**, GBW Railcar Services  
**Bradley Ryan**, Strategic Health Solutions, Inc.  
**Patti Schutte**, Learning Without Tears  
**Tim Sweeney**, Bellevue University

## Calendar of Events



**[Trainer's Institute Session 9: Getting to Desired Performance: A HPI \(Human Performance Improvement in Action\)](#)**

**Day: Tuesday, October 6**

Time: 8:00 a.m. - Noon

Location: First National Business Park, 14010 FNB Parkway, Omaha, NE 68154

**[Trainer's Institute Session 10: Intentionally Moving from Knowledge into Learning for Individuals, Teams and](#)**

## [Organizations](#)

### **Day: Tuesday, October 6**

Time: 1:00 - 5:00 p.m.

Location: First National Business Park, 14010 FNB Parkway, Omaha, NE 68154

## [A Smorgasbord - Designing New Learning and Teaching Models at Metropolitan Community College](#)

### **Day: Wednesday, October 14**

Time: 11:00 a.m. - 1:00 p.m.

Location: Metropolitan Community College (Fort Omaha Campus) Institute for Culinary Arts - Building 22 (Near 32nd and Sorensen Pkwy) Second Floor 5300 N. 30th St, Omaha, NE 68111

## [Prezi, a New Way of Presenting](#)

### **Presented by ASTD-Lincoln**

### **Day: Thursday, October 15**

Time: 11:15 a.m. - 2:00 p.m.

Location: Jack J. Huck Continuing Education Center, 301 S. 68th St. Place, Lincoln, NE 68510



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